



Transfers
Revised language on vacancies and transfers & reclassification process.



Off Site Work
Revised language permitting unit members to work off-site without use of leave.



Increased
Schools under construction stipend

Increased
Single administrator stipend

Increased
Title I administrators stipends



Added
FARMS school supplement across all levels

Added
Schools under construction stipend to AP or designee

Added
PAR panel member stipend



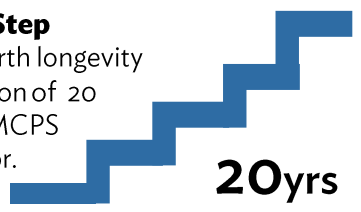
Transition Support

Added expectation that appropriate supports are provided for as administrators and supervisors transition into or are hired into new roles.



Longevity Step

Added a fourth longevity for completion of 20 years as an MCPS administrator.



Protection

Language protecting members when in hostile or harassing situations.



Addition of MCPS-MCAAP Work Life Expectations document



MCPS & MCAAP will work together to identify efficiencies on scheduling meetings.



Principal notifies the SEIU President if no ESR is elected or position is vacated.



Up to 4 hours annually of Leave for Career Development.



Paraeducator compensation for class coverage increases to \$9 per hour. Additional pay begins as soon as 45 minutes has past. Time over 1 hour is paid by each 1/10th of an hour.

Training on Workplace Bullying Policy and Regulation is mandatory.

ParaPro exam fees eligible for reimbursement with a passing score.

Tier 2 paid training opportunities for 10-month employees increased to 8 hours.

Elected SEIU representative (ESR) stipend increases to \$1,500.

Access to Student Debt Relief Fund by January 1, 2018.

For more information contact
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Teachers will not be required to provide more than one week of daily lesson plans for scheduled long-term leave.



Notice and assistance will be provided when a unit member must move between work locations.



New language regarding 12 month members use of professional judgment to occasionally attend to personal business.



Behavior Management Plan

Any change to a student's plan will be communicated to all impacted teachers.



Collaboration on Grade Level Teams

Revised expectations for how grade-level teams, departments, and committees function are to be developed collaboratively.



Building leadership capacity

Ensure meeting roles frequently rotate; leadership team develops a process for collaboratively developing agendas.



Inclusion on Comprehensive or Targeted Support and Improvement Teams

Elected unit members will be included on required school-based teams for support or improvement schools.



Must create central holding or dismissal plans.



Increase in activity stipends.



Unit members may be assigned duties to support to the Maryland Meals for Achievement program.



An effort will be made to provide an additional time for case-load preparation.



School Discipline Policies

Revised to incorporate the provisions of the Student Code of Conduct & restorative practices



Planning Space

Unit members will be provided with a quiet, and when needed, private work area for planning and related duties.



Part-time teachers

Not required to attend meetings on a non-work day. Not required to attend meetings scheduled to begin more than one hour before their duty day or more than one hour after their duty day. Time-table for workweek & planning unchanged, but included in the contract.

Grievance Process

A grievant must be represented by MCEA at all formal levels of the grievance procedure. To ensure consistency, the Association will be notified and/or provided the right to be present any time an adjustment is made as a result of the informal level discussion in the grievance procedure.



Two days leave for child birth leave during employee's work year.



Substitute teachers

Access will be provided to the classroom, lounge, teachers' workrooms, restrooms, and through interior hallway gates.



Unit members cannot be required to spend personal funds for classroom supplies.



Addition of ES Media Specialist substitutes.